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NPIC/D-176-70

17 JUN 1970

MEMORANDUM FOR: Director of Personnel

THROUGH : Chief, Administrative Staff, O/DDI

SUBJECT : Request for Approval to Use Advanced
In-Hire Rate

REFERENCE : OPM No. 20-31-22, dated 7 May 1970

1. This memorandum submits, in paragraph 3, a request for your approval.

2. The National Photographic Interpretation Center (NPIC) has recently reviewed the employment application of a [redacted] who possesses a Bachelor of Science degree in electronic engineering from the George Washington University, is seeking a position as an electronic engineer. He has had good academic preparation, has expressed sincere interest in working for the Agency, and, most importantly, is unusually well qualified by virtue of his background and experience for senior level work in a critically important area of NPIC. [redacted] capabilities and past accomplishments are well known to several NPIC officers through past working relationships. He is judged to have competence in nearly all of the technical areas important to our work including electronics, photography, illumination, optics, mechanics, sound, vibration, and color. Following an initial orientation period, he can be given the responsibility for establishing test standards, test procedures, equipment specifications, and for training other members of his unit in those areas in which they are the weakest.

3. While there has been a steady increase in the availability of well qualified applicants at most levels, NPIC has been unable to recruit an experienced design engineer with sufficient background in electronics, photography, and optics. In [redacted] however, we believe we have an individual who possesses the necessary education and experience to meet the requirements of the position. Yet, in order to hire [redacted] the Agency must be able to meet certain salary requirements. [redacted] has indicated in his application that \$16,700 per year is the lowest entrance salary he could consider since his most recent wage was \$16,954. Therefore, in view of his salary requirement

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our past difficulty in recruiting an applicant of [] caliber,
and the need for experienced electronic engineers in NPIC, it is
recommended that approval be granted to hire [] at the grade
of GSE-12 step 6 with a salary of \$17,030.

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[]
ARTHUR C. LUNDAHL
Director
National Photographic Interpretation Center

APPROVED:

[]

Director of Personnel

31 JUL 1970

Date

Distribution:

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